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# 2019 Annual Report

Annual General Meeting

October 5th, 2020



*"We Care for What Really Matters"*



## Official Launch of the EarlyON Mobile Hub

Child Care Algoma and Social Services were pleased to announce the Mobile Services Hub which will provide neighbourhoods with better access to EarlyON Child and Family Centre services.

*"Fostering Creativity in Innovative Ways"*

[www.childcarealgoma.ca](http://www.childcarealgoma.ca)

# Child Care Algoma

A Non-Profit Incorporated Corporation Since 1982

## Mission Statement

Child Care Algoma is a non-profit agency dedicated to being a leader in providing quality programs which support healthy early childhood development.

## Vision Statement

To strengthen the foundations for learning, behaviour and health of all children for future success

## Values ~ We believe;

- That families and children are the focus of all of our programs,
- That research is an integral part of the planning of programs and the implementation cycle,
- In quality care and education designed to meet the needs of children and families,
- In accessible and affordable child care programs,
- In a safe and friendly environment for children, parents, staff and visitors,
- In an atmosphere of harmony, trust, friendship and warmth that encourages children to learn as
- Individuals,
- In support and guidance for those who are caring for young children,
- In opportunity for professional development and to recognize staff accomplishments,
- In effective lines of communication, teamwork, integrity, respect and fairness,
- In an enthusiastic approach to the role each individual plays as a member of our team,
- In the development and implementation of program/service enhancement to meet the growing needs of the Algoma District.

## Message from the Board of Directors

As Chair of the Board of Directors for Child Care Algoma, I am pleased to be a part of an Agency that takes pride in ensuring children and families within our Communities are provided with high quality programs and services. It is equally gratifying to work amongst a group of dedicated professionals who are committed to strengthening the foundations for learning, behaviour, and health of all children for future success.

The role of the Board of Directors of this non-profit organization has three primary functions. First and foremost, we protect the mission, vision, and values of the Agency – the foundation that makes Child Care Algoma what it is. Second, we ensure there is good financial governance in place and lastly, we offer continual support and good judgement with high level decisions that will influence the overall success of the Agency. Rest assured, that all members of the Board believe in these cornerstones and are committed to the success and future growth of the Child Care Algoma.

We could not have seen the development and success of this Agency without the commitment passion and efforts of the Management team and employees. On behalf of the Board, congratulations on 37 years of commitment to excellence.

In closing, thank you to the parents and guardians who choose Child Care Algoma. We hope you find the care and education we provide a rewarding experience for your children and families.

*Stephanie Smith*



### Board of Directors

Stephanie Smith – Chair  
Jennifer Rizzo – Vice Chair  
Steve Zuppa – Secretary  
Kevin Thibeault – Treasurer  
Jasmyn Rowley – Member  
Laura McConnell – Member  
Claudine McDermott – Member  
Miranda Ableson - Member

## Executive Director's Message



**Anne DeLuco**  
Executive Director

*“Encouraging a child means that one or more of the following critical life messages are coming through, either by word or by action: I believe in you, I trust you, I know you can handle this, You are listened to, You are cared for, You are very important to me.”*

~ Barbara Coloroso ~

Child Care Algoma continues to be a progressive organization where we work collaboratively to provide excellence in every program and service we offer. The vibrancy and individuality of our learning environments are an invitation for children and families to uncover together the sheer enjoyment of learning. We pride ourselves in being leaders in care and education and we are dedicated to enriching the lives of both the children and families we serve. We offer an all-encompassing range of diverse programs and services. Highly trained teams of professional staff continually search for the most innovative and effective methods for learning. Individualized strategies are implemented to help each child grow and develop as enthusiastic and confident learners!

I invite you to peruse the 2019 Annual Report as it will provide an overall synopsis of the Agency and highlights of this past year.

The following is a brief summary of some accomplishments achieved by the collaborative efforts of the Child Care Algoma team;

- We developed the Queen Elizabeth Extended Day Program,
- We celebrated the official launch of the EarlyON Mobile Hub. The Mobile Hub is the first of its kind in Northern Ontario and this service will allow Child Care Algoma to provide further opportunities for children, parents and caregivers in our community.
- We were nominated as the “Innovation Project of the Year” for the EarlyON Mobile Hub at the Annual 2019 SSMARt Awards Banquet,
- We completed a thorough review and revision to the Agency’s Governing Policies and By-laws,
- We maintained high standards in all programs and services and clear license renewals,
- We received the 2019 Readers Choice “Best” Child Care Service,
- We enhanced Human Resources practices, procedures and continued the ongoing pursuit of Registered Early Childhood Educators,
- We continued our work in achieving the directions within our 2019-2024 Strategic Plan – Quality Services, Organizational Development and Employee Development, and
- We continued to develop the Agency’s affiliated Home Child Care Program, Providers and their premises.

In reflecting upon our many notable achievements this year I must recognize and extend my gratitude to the relentless efforts of the Agency’s Management Team, Employees and affiliated Home Child Care Providers. Child Care Algoma is extremely fortunate to have such a devoted group of individuals that work diligently everyday for the betterment of children and families. You may all have individual responsibilities; however when we combine our efforts together we achieve great things!

As we strategize for the year ahead I would like to acknowledge the ongoing assistance and support we receive from the District Sault Ste. Marie Social Service Administration Board, the Algoma District Social Services Administration Board, the Ministry of Education and other Community partners. We sincerely appreciate the contributions and valued support they have offered to Child Care Algoma’s progress over the past year!

I would also like to extend our most sincere thanks and appreciation to our parents and families who have trusted Child Care Algoma to care for their children. Your confidence in our programs and services has been both impactful and crucial to Child Care Algoma’s success.

Finally, I must extend a very genuine and heartfelt thank you to our Board of Directors. Your attentive insight, committed leadership, not to mention the many volunteer hours you devote to this Agency are greatly appreciated.

Whatever the upcoming year may bring I face it with optimism as we continue to have a positive impact and inspire children, who, in their own ways, are already leaders in motion! I will remain committed to making decisions based on our mission, strategic directions and sound, ethical business practices. I will promise to work on behalf of everyone associated with this Agency and to ensure all programs and services remain at the highest calibre

**Anne DeLuco**

## History

In **1982**, Sault Ste. Marie Day Care Services was incorporated as a Co-operative Corporation. The agency started from a small office on Queen Street with a private home day care office purchasing services from twenty five providers. The agency later opened a small Parent Resource Centre with a toy lending library.

In **1988** Sault Ste. Marie Day Care Services opened it's doors at 148 Dacey Road offering families a child care program, the private home day care office with additional providers and a parent/child resource centre with a toy lending library.

In **1991** we opened the Queen Street Child Care Program. This location also provided for administration support to Private Home Day Care (currently known as Home Child Care).

In **1993** Child Care Services were expanded to meet the needs of the community of Thessalon and surrounding areas.

In **1995** Sault Ste. Marie Day Care Services changed it's name to Child Care Algoma.

In **1997** Child Care Algoma assumed responsibility for the French language licensed Child Care and Family Resource Program; Le Carrousel des Amis.

In **1998** Child Care Algoma opened the Station Mall Family Resource Program.

In **1999** R.M. Moore Child Care program was opened in the R.M. Moore Public School.

In **2001** Child Care Algoma assumed responsibility for the Algoma Co-Operative Children's Services. This program includes the Canada Prenatal Nutrition Program and the Community Action Program for Children.

In **2003** we became the lead Agency for the Best Start Hubs. The official grand opening occurred June 24, 2003 at the Station Mall location. In addition, Satellite programs are located across the community.

In **2008** and in conjunction with the local Best Start Network, Child Care Algoma made a commitment to support the Best Start initiative and offer programming at Holy Angels School, Dacey Road, École Notre-Dame-Du-Sault and Prince Township.

In **2010** Child Care Algoma introduced infant programs at our Queen Street East and Dacey Road locations.

In **2012** we offered programming at the *new* Holy Cross School to include, a Best Start Hub, a Toddler, Preschool and a Before and After School program. This model follows the Province's vision of a seamless system for children from birth to school age. A Before & After School Program also opened at F.H. Clergue French Immersion School.

In **2014** the Thessalon Early Learning and Care Program relocated to the Thessalon Public School.

In **2015** an infant program opened at 115 Shannon Road. We also expanded the preschool playground to include a large play space in a new natural setting.

In **2017** we opened a new Infant, Toddler, Preschool and Extended Day Program at the St. Basil School location.

In **2018** we opened a new Extended Day Program at Grand View School. Dacey Road Early Learning and Care Program expanded to accommodate 3 additional infant spaces. Parkland Early Learning and Care Program also expanded to offer new infant spaces, additional toddler and preschool spaces. In May we celebrated the "Official Openings" of the following EarlyON Child and Family Centres; St. Basil School Site, Northern Heights School Site and River View School Site. Holy Cross School Site, Holy Angels and École Notre-Dame-Du-Sault School Site were included in the celebrations.

In **2019** we opened a new Extended Day Program at Queen Elizabeth School. In September we celebrated the official launch of the EarlyON Mobile Hub. The Mobile Hub is the first of its kind in Northern Ontario and this service will allow Child Care Algoma to provide further opportunities for children, parents and caregivers in our community while it also supports the Ministry of Education's vision for an integrated, cohesive system of services and supports.

We have grown to offer a wide range of Early Learning and Care Programs to include Infant, Toddler, Preschool and Extended Day Care, as well as EarlyON Child and Family Centres. We employ many staff and remain the largest child care service provider in the District of Algoma.



***East View Early Learning and Care Program***





**Parkland Early Learning & Care Program**

*We offer a wide range of Early Learning & Care and Extended Day Programs, as well as EarlyON Child and Family Centres for children and families in Sault Ste. Marie and the Algoma*



**Queen Street Early Learning & Care Program**

## Child Care Algoma Programs & Services

<b>Licensed Early Learning &amp; Care Programs and Extended Day Programs</b>	
<b>Location</b>	<b>Programs Offered</b>
Dacey 148 Dacey Road, SSM	Infant, Toddler, Preschool & Extended Day
1600 Queen Street, SSM	Toddler & Preschool
115 Shannon Road, SSM	Infant
East View School, 75 Arizona Avenue, SSM	Preschool & Extended Day
Parkland School, 54 Amber Street, SSM	Infant, Toddler, Preschool & Extended Day
Holy Cross School, 16 Texas Avenue, SSM	Toddler, Preschool & Extended Day
École Notre Dame du Sault, 600 North Street, SSM	Toddler, Preschool & Extended Day
R.M. Moore School, 1272 Base Line, SSM	Preschool & Extended Day
St. Basil School, 250 St. Georges Avenue, SSM	Infant, Toddler, Preschool & Extended Day
Thessalon School, 90 Stanley Street, Thessalon	Infant, Toddler, Preschool & Extended Day
Echo Bay School, 290 Church Street, Echo Bay	Toddler, Preschool & Extended Day
Pinewood School, 3924 Queen Street East, SSM	Extended Day
F.H. Clergue School, 80 Weldon Avenue, SSM	Extended Day
Grandview School, 161 Denwood Drive, SSM	Extended Day
Queen Elizabeth School, 139 Elizabeth Street, SSM	Extended Day
<b>Licensed Home Child Care</b>	
Main Office: 148 Dacey Road, SSM Home Child Care; Various Location in SSM	Infant, Toddler, Preschool & Extended Day
<b>EarlyON Child and Family Centres</b>	
Holy Angels School, 102-A Wellington St. E, SSM	<b>Drop In and Parenting Programs</b>
Holy Cross School, 16 Texas Avenue, SSM	
École Notre Dame du Sault, 600 North St, SSM	
St. Basil School, 250 St. Georges Avenue, SSM	
SSM and Algoma District Outreach, Outreach & SSM Mobile Services -Various Locations	

Visit [www.childcarealgoma.ca](http://www.childcarealgoma.ca) for a more descriptive review of our Programs and Services

**Administration Offices ~ 148 Dacey Road, SSM, ON P6A 5J7**  
**Phone ~ 705-945-8898**

# Early Learning & Care Programs



**Dacey Road Preschool Program**

*Our programs provide environments and experiences to engage children in active, creative and meaningful play.*

**St. Basils Early Learning & Care Program**



**R.M. Moore Early Learning & Care Program**

## Toddler Programs

Our caring Registered Early Childhood Educators develop meaningful relationships with our families. Toddlers need regular routines that encourage safe exploration and play. Our early learning programs provide a nurturing environment that supports a child's social, emotional, physical, creative and cognitive development in a holistic way.

## Preschool Programs

Child Care Algoma's Early Learning and Care Programs provide caring environments that enhance all levels of a child's development. Our knowledgeable Educators plan curriculum that supports early learning practice which is based on the belief that all children are individual and unique learners. Our preschool programs provide environments and experiences to engage children in active, creative, and meaningful exploration, play and inquiry. Each of our Early Learning and Care Programs offer similar services, however have unique characteristics reflective of the location and the dynamics of the families they serve.

## Extended Day Learning & Care Programs

These programs for children aged 4 to 12 years foster individual and group collaboration. The children develop and learn in a fun environment that provides a wide variety of age appropriate activities. Extended day programs provide families with peace of mind that their children are in a safe and secure program before and after the school day.

## Infant Programs

Infants in day care have the extra advantage of being in an early social environment with their peers. Parents are confident that our educators offer a safe, loving, compassionate and stimulating environment that builds confidence, curiosity and communication skills. Infants are born ready to learn. Infant programs are currently offered at our Dacey Road, Shannon Road, St Basil, Parkland and Thessalon Child Care locations.



**Notre Dame Early Learning & Care Program**



**Dacey Road Extended Day Program**



## Licensed Home Child Care

2019 was a big year for Licensed Home Child Care. We endured many changes to our program, all of which we took heads on as a team and transferred into growth. We had a significant increase in attendance at our Provider training sessions. We had at least 75% of our Providers come out once a month to a Professional Development session, in the evening, after a long day of work. Their motive was to enhance their professional development and further progress the quality of their programs. We covered topics such as curriculum planning, documentation methods and so much more. We grew closer together in continuing to achieve a quality option for home based licensed child care in our community.

In 2019 we also worked closely with our EarlyON team to provide a monthly fieldtrip experience for the Providers. These experiences helped in keeping

all corners of our Agency connected with a common goal of providing support and resources to promote strong relationships amongst all of us.

In 2019, Licensed Home Child Care broadened our horizons with community exposure. We attended several local businesses such as Mockingbird Hill Farm, Fun Farm and the Northern Community Centre.



### 2019 Home Child Care Awards

**Provider of the Year ~ Karli Day**  
**Best Environment ~ Tanya Clayton**  
**Professionalism Award ~ Sheila Patrick**  
**Compassion Award ~ Shirley Lowe**

### Years of Service

**Vanessa Schreiber ~ 10 Years**  
**Carole Mousseau ~ 20 Years**

## Program Feature of the Year



### EarlyON Child and Family Centre **MOBILE SERVICE**

Child Care Algoma and Social Services were pleased to announce the Mobile Services Hub which will provide neighbourhoods with better access to EarlyON Child and Family Centre services as well as further integrate EarlyON programming into the whole community.

The introduction of this new program to our community has been made possible as a result of joint investments in funding from both the Federal and Provincial government. It supports the Ministry of Education's vision to transform EarlyON child and family programs into an increasingly integrated, cohesive system of services and supports for children zero to six years of age, their parents and caregivers.



EarlyON Mobile Services staged its official launch at Holy Angels Learning Centre Thursday, September 19, 2019 using the program's centerpiece, a large recreational vehicle that serves as the mobile hub. This is the first of its kind in Northern Ontario.

As active partners in the Mayor's Every Breakfast Counts initiative, the EarlyON Mobile Services Hub was stocked with nutritious food to provide to children of all ages. Food was prepared by United Way's Harvest Algoma.

Travelling throughout the City of Sault Ste. Marie, we visited a variety of neighbourhoods where families live and where regular services were not close by. As an EarlyON program, the mobile hub provides child and family centered activities and services that adapt to meet the unique needs of the families who attend.

To further enhance our services for the following season, we are in the process of establishing a steering committee to assist us with the continued success and implementation of mobile services. The committee will help us to develop strategies and partnerships of services to the broader community that will increase access and meet local need.

## EarlyON Child and Family Centres

**Raising a child is a wonderful journey full of love, hope, dreams, fear, anxiety and joy.**

Child Care Algoma EarlyON Child and Family Centres, and Mobile programs, help parents, caregivers, and children birth to six years find programs and services that build on their strengths and help them navigate the journey. EarlyON Child and Family Centres are places where parents and caregivers can start making connections and build relationships that are essential to realizing a child's full potential. Where children can learn, grow and connect together.

Children can learn, play, laugh, be curious, make friends and engage with others. Where children can build their sense of belonging and capacity for expression, enhance their own well-being and explore and engage with the world around them.

We offer safe and welcoming environments open to all families, with qualified professionals and quality programs, in a place where families and caregivers can find support, advice, personal connections and a network of resources. Where questions get answers, anxiety turns into peace of mind and sense of solitude turns into a spirit of community.





## Community Action Program for Children EarlyON Child & Family Centres in Central Algoma



Summer Fun ~ Bruce Mines Event

*The CAPC/ EarlyON Play and Learn Programs offer weekly early learning and literacy activities.*



Echo Bay Early Learning & Care Program

The Community Action Program for Children / Child Care Algoma Best Start Outreach Hubs offer children and families in the rural communities the opportunity to socialize while engaging in activities that stimulate healthy growth and development. The outreach programs work together as part of the community to prepare children for school and to reach their full potential. Our programs are community driven, universal, accessible and focused primarily on meeting the needs of children and families. Parents also have access to resources and information about child development and a variety of parenting issues. Early years professionals assist parents in understanding their child's development and through a coordinated access approach connect families with the services they need. Drop in programs are offered in partnership with local municipalities, school and community agencies. The environment is set up to encourage active engagement, experimentation, exploration and social interaction.

Curriculum is planned with goals for children's learning and development based on the ages of the children, their emergent skills and interests, and reflects the diversity of the families and communities served.

### Drop In Play & Learn Locations:

Bruce Mines ~ Arthur Henderson School  
Desbarats ~ Desbarats United Church  
Echo Bay ~ Community Hall (weekdays)  
Echo Bay School (weekends)  
St. Joseph Island School  
Thessalon ~ Church of Christ



Science in Action

## Canada Prenatal Nutrition Program Central Algoma / North Shore

The Canada Prenatal Nutrition Program supports pregnant women in giving their child the best start in life by providing them with access to milk, nutritional food and information on healthy living and eating during and after their pregnancy. The goals of the program are to improve the health of pregnant women, support the healthy development of the fetus, reduce the number of

babies born with unhealthy birth weights, promote breastfeeding and mother-baby attachment, and increase the accessibility of services for pregnant women. The CPNP program is offered to pregnant mothers in need living in communities along the North Shore from Echo Bay to Blind River. The program is funded by the Public Health Agency

of Canada and administered in partnership with Algoma Public Health and Algoma Family Services.

In 2019  
35 women and  
infants were  
supported.



# Professional Planning Committee

*Working as a active committee since 2007*



**Professional Planning Committee 2019-2020**

Diane Turpin  
Talia Bruno  
Maria DiDonato  
Tanya Ritter  
Krista Rowe  
Jennifer Parrella  
Brianne Spina

The Professional Planning Committee has been an active committee since 2007. The role of the Professional Planning Committee is to provide support and strategies that are consistent with current research, theory and best practice to maximize employee's potential in delivering quality services to children and families.

The Professional Planning Committee has determined that a successful pathway to professional growth and development must be characterized by the following principles:

- Strategies that assist and motivate staff to improve their specialized knowledge, skills and interests;
- Approaches to ensure our programs set a foundation for lifelong learning, behaviour and health;
- Partnerships with families and communities that will strengthen our planning in developing environments to meet individual needs and create resilient, trusting relationships;
- Curriculum that will support early learning, diversity, equity and inclusion, and play opportunities that will utilize a child's natural curiosity and excitement.

## **Benefits of Professional Planning:**

- Supports evidence based best practices to provide children with the best possible start in life
- Demonstrates a commitment to quality for parents, builds trust and respect
- Excellent preparation for licensing inspections
- Offers opportunities for staff development
- Earns a reputation for excellence
- Nurtures ongoing improvements

The Professional Planning Committee continues to provide employees with Professional Learning opportunities. The "Mingle, Share and Learn" Networking nights have proven to be an ideal way for allowing employees to develop connections, learn new concepts and broaden their knowledge. In 2019, in collaboration with community partners, we offered Mingle, Share and Learn events entitled "Children's Mental Health" and "Sensory Processing" as well as "Supporting Healthy Minds in Infancy and Childhood".

## **Health & Safety**

Health & Safety Social was held on June 13, 2019 at Holy Angels. We asked individual programs to create a Team Name & Slogan for the WHMIS Survivor game. Prizes were awarded for Best Team Name with costumes, WHMIS Survivor Game and for the Monthly Health & Safety Challenge. The following is a list of winners:

### **Team Name & Slogan**

Queen Bee's from Queen Street  
Diaper Vipers from Notre Dame

### **WHMIS Survivor Game**

The Dream Team from R.M. Moore

### **Health & Safety Monthly Challenge**

Thessalon

Honourable Mentions go out to:

Dacey Road Divas, The Life Savers from East View and Parkland, Holy Cross Peachy Queens, The Natural Beauties from St. Basil and the Naturals from EarlyON.



**Diaper Vipers from Notre Dame**



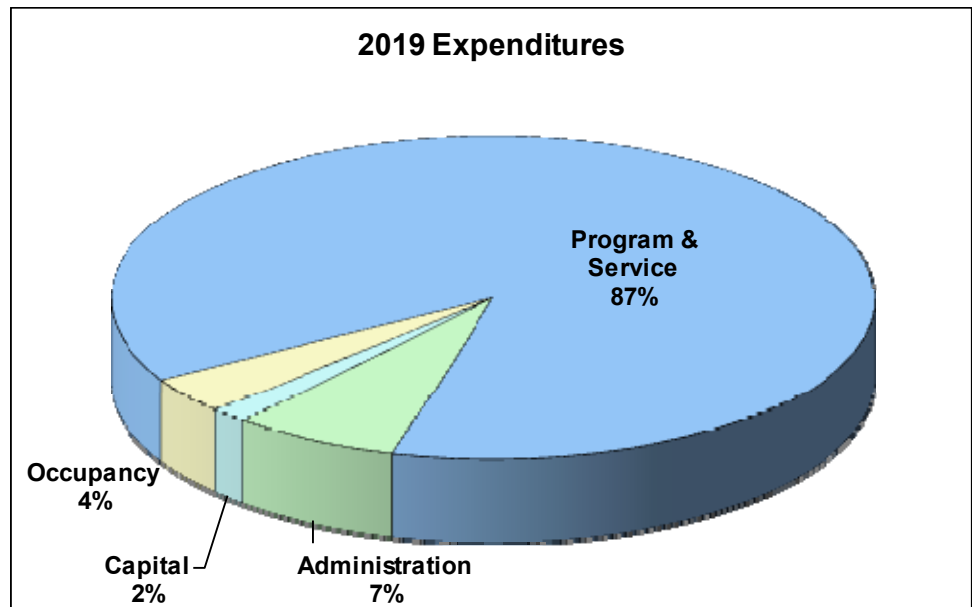
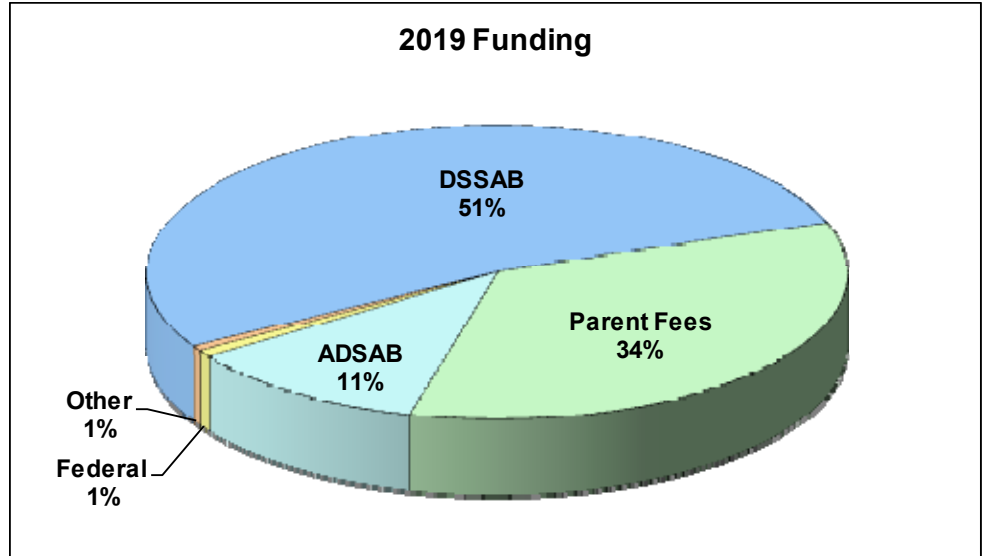
**Queen Bees from Queen Street**

# Funding



Holy Cross  
Early Learning  
& Care

Thessalon Early Learning &  
Care Program



## Child Care Algoma Service Activity for 2019

Program	Visits/ Units
Sault Ste Marie Early Learning & Care Programs	90,318
EarlyON Child and Family Centres	22,255
Central Algoma Early Learning and Care Programs	16,124
Staff	220



## Statement of Operations

### CHILD CARE ALGOMA

#### STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31,

2019

2018

#### Revenue

Parent fees	\$ 2,750,264	\$ 2,497,738
District of Sault Ste. Marie Social Services Administration Board	4,253,446	3,540,795
Algoma District Services Administration Board	910,616	822,239
Algoma Family Services	61,510	64,170
Interest	9,434	2,531
Other revenue sources	36,588	26,333
Amortization of deferred capital contributions	152,032	149,105
	8,173,890	7,102,911

#### Expenditures

Advertising	7,580	16,830
Amortization	166,428	169,170
Bad debts	10,163	3,318
Bank charges	27,491	24,765
Food	251,741	231,487
Insurance	31,313	24,393
Professional fees	19,149	20,021
Program and office supplies	401,794	266,644
Providers - private care	817,755	710,774
Purchase of services	148,889	193,763
Rent and storage	56,700	45,383
Repairs and maintenance	213,008	43,259
Salaries and benefits	5,917,508	5,284,603
Telephone	24,660	25,366
Travel and training	8,432	9,749
Utilities and taxes	48,778	51,664
	8,151,389	7,121,189

#### Net revenue (expenditure)

\$ 22,501      \$ (18,278)

*This represents  
the Agency's  
financial  
position  
as of  
December 31,  
2019.*

## 2019 Employees of the Year

### Nicole Dube

Nicole is a dedicated, compassionate and enthusiastic Registered Early Childhood Educator who is always coming up with unique and enjoyable activities for the children to participate in. She does an amazing job with observation and documentation and is extremely attentive to all children and their needs. She is constantly brainstorming new activities to bring into her Program to stimulate and encourage the children's development. Nicole goes out of her way to ensure each child in her care feels special and creates an enjoyable, nurturing environment for them to learn through play.



**Pictured are**  
**Anne DeLuco ~ Executive Director**  
**Nicole Dube ~ Employee of the Year**



**Notre Dame**  
**Early Learning & Care**  
**Program**



**Pictured are**  
**Jennifer Parrella ~ Program Co-ordinator**  
**Tanya Ritter ~ Employee of the Year**  
**Stephanie Smith ~ Board Chair**

### Tanya Ritter

Tanya Ritter consistently goes above and beyond in her role as Home Child Care Site Supervisor. She shows incredible flexibility and support to the Home Child Care Providers that she works with. Tanya enjoys attending professional learning opportunities and has demonstrated the benefits of her learning experiences by sharing the information with co-workers and Providers. Tanya is innovative and is always thinking of new ways to grow

in quality and productivity. She has a special way of engaging the Providers and bringing out the best in them. Over the last year, she has created an amazing community of practice among the Providers and as a result has helped to build a strong, quality Home Child Care Program.

## Professional Practice Leaders (P.P.L.)

The Professional Practice Leader (P.P.L.) is an educator who has volunteered to provide their program team with leadership during the Quality Assurance Program process. The P.P.L. are supported in their role through coaching, mentoring as well as access to new learning opportunities through a variety of professional learning sessions. We are proud to have the following staff in the role of Professional Practice Leader for Child Care Algoma.

Notre Dame ~ Cindy Graham  
 St. Basil's ~ Bobbyi-Lynn Murdock  
 Queen/Shannon ~ Nicole Dube  
 Holy Cross ~ Heather Printess  
 Home Child Care ~ Brooke Braidon

Extended Day Programs ~ Angela Dawson  
 R.M. Moore ~ Kristi LaForest  
 Dacey Rd. ~ Cally Torrance  
 Parkland ~ Tessie Diboll  
 East View ~ Katherine Tudhope/Sara Kent/  
 Kristy Ricard



**Echo Bay**  
**Early Learning &**  
**Care Program**

# Years of Service Recognitions

**Diana Taranto**  
**30 Years**



***I have had the joy and honour of being recognized for 30 Years of Service with Child Care Algoma.***

I graduated from Sault College Early Childhood Education Program in 1988. In 1990 I was successful in obtaining a full time position with Child Care Algoma in the Family Resource Program. I worked for several years as a front line staff member, offering programs and services designed to meet the unique needs of parents, caregivers and young children to support their learning, development and well-being. I found my position to be rewarding and inspiring, seeking new challenges along the way. In 1992 I successfully obtained my Early Childhood Education certification and shortly after, in 2002 I became the Program Coordinator for the Family Resource Program/Best Start Hub which is now known as the EarlyON Child and Family Centres.

My dedication to my work, I believe has been exemplary and my passion and commitment to children, families and my profession motivates me to strive for the ultimate best. I feel my creative vision, continues as we continuously make a positive contribution to Child Care Algoma, making it a great place to work.

I believe our organization has good culture, is fair, and honest with its employees, with the main goal of working together to provide for the children and families.

I want to express my personal appreciation of my achievement, to the loyal and dedicated employees of my EarlyON Team from Child Care Algoma. Through the years, their talents and efforts have invigorated me with much of my career success. Together, we take pride in our accomplishments and our commitments to excellence. I want to thank you for your contribution, as we continue to be the foundation in making Child Care Algoma successful.

***A special thank you to my family who has supported me throughout my 30 year career with Child Care Algoma.***

**Suzanne Manson**  
**30 Years**



In August of 1989 I accepted a position with Child Care Algoma as a part-time home visitor in the Home Child Care Program. This part-time position quickly turned into a full time role when this program expanded to 70 licensed homes.

In 2003 I accepted the position of Site Supervisor for the Dacey Road Program. This new role offered me many different challenges, added responsibilities and exciting opportunities as it also included the supervision of the R.M. Moore and Notre Dame Child Care Programs.

In 2008 I relocated to the Queen Street site as their new supervisor and then Program Co-ordinator with an expansion to include Holy Cross and Parkland.

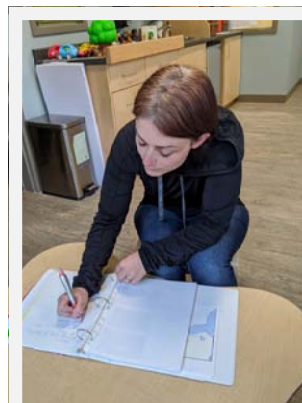
My office remains at Queen Street as the full time Program Co-ordinator. I am very grateful to the amazing Site Supervisors who make my overseeing of the Queen Street, R.M. Moore, Notre Dame, St Basil and Holy Cross Programs truly a pleasure.

I look forward to my continuing journey at Child Care Algoma and I am excited to see what comes next.



## Quality Assurance Meaningful Action Plan (MAP)

Through out 2019, as a part of our commitment to supporting quality licensed child care in the district, staff continued to develop their “Meaningful Action Plan” better known as “MAP”. Program Educators in consultation with their program coordinator, site supervisor and Algoma District Services Administration Board staff continued to use this instrument to assess the level of quality in their individual program. The Educators exercised self reflection of what is currently happening in their program, and made meaningful changes that resulted in successful learning environments. Actions plans were developed to guide the process and their journey was documented to demonstrate the progress and for any need to reassess and make changes to their plan. The staff has felt this assessment tool to be extremely helpful in ensuring they are meeting the needs of the children and families and the expectations of the “How Does Learning Happen” as directed by the Ministry of Education.



## Echo Bay Early Learning and Care ~ A Parent Testimonial ~

It's long been said that “It takes a village to raise a child”, and that being said, Child Care Algoma has played a large role in the early years of the lives of my children and my family. As an educator myself, and a parent of 3 young children, it quickly became apparent to me the competence, creativity, and passion displayed by Child Care Algoma's employees. My children all took part regularly in the “EarlyON” (previously “Best Start”) Program since infancy. They continued to remain active in the program throughout their toddler years, and then took part in the Early Learning & Care Program in Echo Bay during their pre-school years. My family remains active with the programs as they also offer community-based activities during the school years.

Child Care Algoma offers a wide range of opportunities, education, resources and various forms of support to parents, guardians, and families within the communities that they so diligently serve.

I appreciate each interaction that I have had with Child Care Algoma personnel and every opportunity the agency has provided for myself, my children, and my family throughout the last 9 years.



Beckerson Family

## Management Team



**Talia Bruno,**  
**Manager of Programs & Human Resources**

**Jennifer Parrella,**  
**Program Coordinator**

**Anne DeLuco, Executive Director**

**Suzanne Manson,**  
**Program Coordinator**

**Kelly Rowlinson,**  
**Central Algoma Program Coordinator**

**Diana Taranto,**  
**EarlyON Program Coordinator**

**Neill Malcolm,**  
**Manager of Finance & Information Systems**

## A Child Care Algoma Family's Testimonial

Our children have been with Child Care Algoma since they were both young. It gives our family great comfort in knowing that our children are cared for each day by loving staff in a friendly and safe environment.

Since our family started using CCA we've grown the appreciation they are receiving everything they need throughout each day. Our daughters have enjoyed the benefits everything CCA has to offer such as home cooked meals, wonderful, caring and hard-working staff, and the consistency of the program. CCA has been a very significant part in our girls' upbringing.

The early socialization is also important to highlight and has benefited our daughters greatly. After picking them up, we love to listen to their little stories as they tell us who they played with and what they did. We love the friendships our daughters (and even ourselves!) have made and kept. This truly is a wonderful community that we are proud to be a part of.

Child Care Algoma is consistent in their approach in providing a welcoming, safe, nurturing and stimulating environment and it gives us peace of mind when dropping our daughters off that they are going to be well taken care.



**The Skeggs Family**  
**Paul, Emily, Lauren & Calyssa**



*"We Care for What Really Matters"*